Brimpton Church of England
Primary School

EQUALITY STATEMENT

Brimpton C of E Primary School

Approval Date: November 2025
Next Review Date: September 2026

Brimpton Primary School
Brimpton Lane
Reading
RG7 4TL

Equality Statement

Brimpton Church Of England Primary School

Document Control

Version:	V.2	Date Created	2014
Author:	P&C Committee	Date Modified	March 2023
Status:	***Active***	Frequency of Review	Annually

Head Teacher	Sign & Date:	
Chair of Governing Body	Sign & Date:	

Date Approved:	September 2023		
Next Review Date:	Sept 2024	Date Reviewed:	November 2024
Next Review Date:	Sept 2025	Date Reviewed:	July 2025
Next Review Date:	Sept 2026	Date Reviewed:	
Next Review Date:	Sept 2027	Date Reviewed:	
Next Review Date:	Sept 2028	Date Reviewed:	

Equality Information – General Statement

In accordance with our Christian Ethos and the Aims of the school, we undertake to respect the equal human rights of all our pupils and to educate them about equality.

We respect the equal rights of our staff and other members of the school community.

We will comply with relevant legislation and will maintain and implement an Access Action Plan.

We will identify specific and measurable Equality Objectives, which will be published on the school website.

We will not tolerate any kind of prejudice.

Definitions:

Protected characteristics - These are the grounds upon which discrimination is unlawful. The characteristics are: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation

Disability - The Disability Discrimination Act (2005) defines a disabled person as someone who has a physical or mental impairment that has a substantial and long-term adverse effect on his or her ability to carry out normal day-to-day activities. In this context, 'long term' means that the effect of the impairment has lasted or is likely to last for at least 12 months; "normal day-to-day activities" include everyday things such as eating, washing, walking and going shopping

Direct discrimination - occurs when a person is treated less favourably than others in comparable circumstances because of a protected characteristic

Indirect discrimination - occurs when a provision, criterion or practice is applied equally to all but has a different impact on certain groups.

The Equality Act 2010 requires us to publish information that demonstrates that we have due regard for the need to:

1. Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by Act

2. Advance equality of opportunity between people who share a protected characteristic and people who do not share it

3. Foster good relations between people who share a protected characteristic and people who do not share it.

At Brimpton Primary School we will be mindful of this duty with regard to all members of the school community, including:

- Pupils
- Members of staff
- Parents or carers
- Any other users of the school

We will take a proactive approach to promoting equality by developing awareness of equality issues.

We will:

- Identify those persons who are affected by a protected characteristic.
- Seek to understand their individual needs.
- Assess the degree to which our facilities meet their needs.
- Monitor (in the case of pupils) the degree to which they are able to participate in the normal activities of the school.
- Be on the lookout for instances of harassment or bullying.
- Assess the impact of our policies and practices on equality in the workforce.
- Assess the impact of our policies and practices on equality in the provision of services to the children.
- Informally consult stakeholders and take account of relevant information to ensure that there is no bias in our treatment of children. In particular we will seek information on:
    - attainment and progress of boys and girls
    - participation in sport and extracurricular activities
    - bullying and attitudes to **v**iolence

Given the small size of our school and its "family" atmosphere we have determined that an ongoing formal evidence-gathering process would be overkill. Because our numbers are small, the Governors and members of the teaching staff will gather the above evidence in the normal course of their duties.

In the light of our findings:

1. New members of staff will be given appropriate training to enable them to play an active part in eliminating discrimination.
2. Any allegation of harassment will be investigated promptly, recorded and resolved as quickly as possible.
3. Teaching and non-teaching posts will be open to applicants from all backgrounds, and there will be no discrimination in recruitment procedure.

4. We will promote positive attitudes towards people with a protected characteristic
5. We will encourage participation by all members of the school community in the school's activities, whether or not they have a protected characteristic
6. We will make reasonable adjustments in school to accommodate the needs of people with protected characteristics.
7. We will report racist incidents as required by law
8. In particular, we will encourage all members of the school community to set and achieve the highest possible standards with regard to the equal and fair treatment of other people.

Responsibilities

- The Governors are responsible for ensuring that the school complies with Equality legislation.

- The Head Teacher is responsible for ensuring that members of the school community understand their duty to respect the equal human rights of all people.

- The Head Teacher, Office Manager and Governing Body will ensure that the Equality Information and Equality Objectives are kept under review, and are renewed at least every four years.